



HQMC

Enlisted Assignments
Branch

August 2007



Agenda

**Enlisted Assignments /
SARRS**

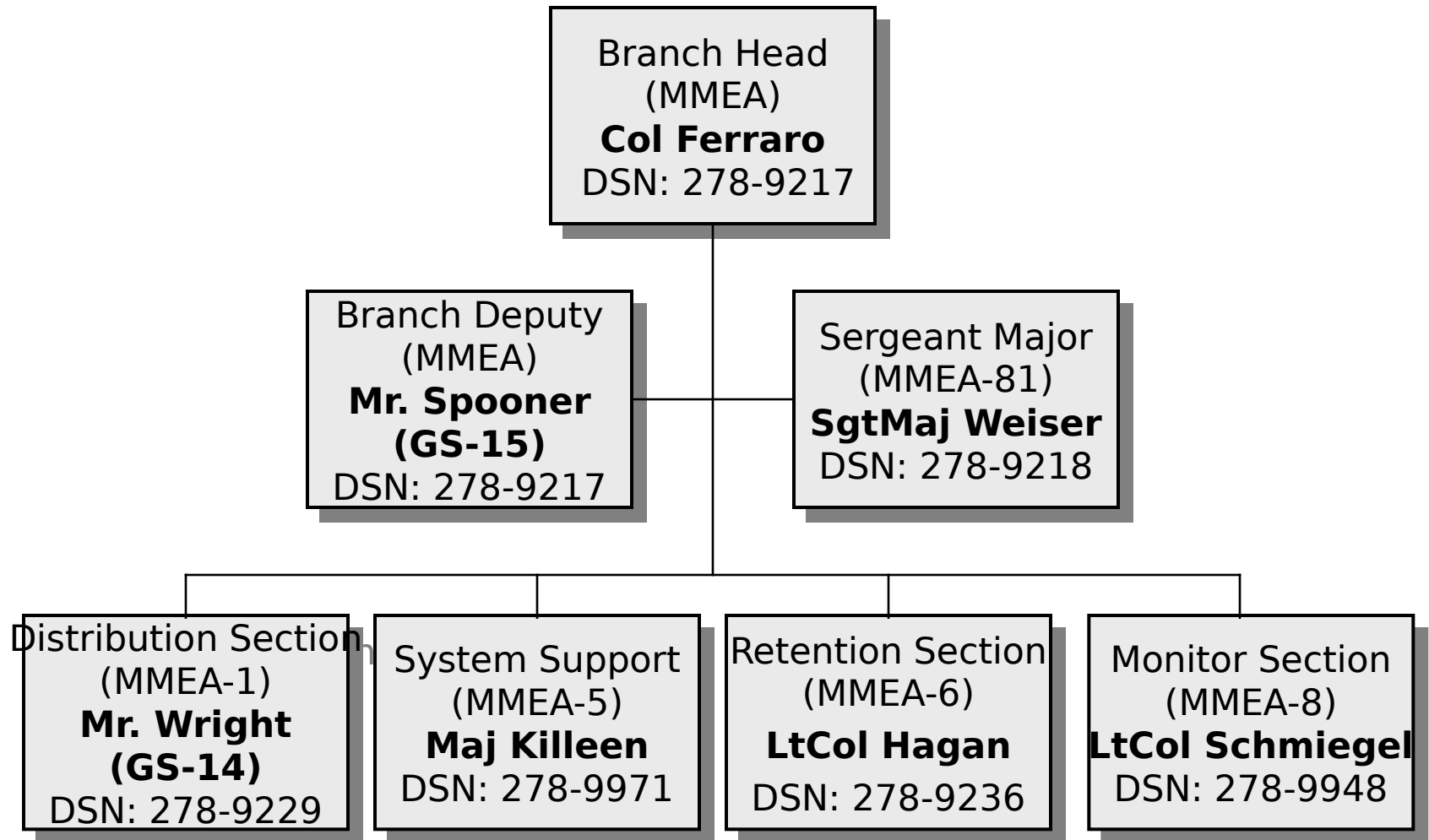
**Recruit / Command
Distribution**

Enlisted Retention

Take Aways



Enlisted Assignments Branch





MMEA-8

*Monitors
&
Enlisted Assignments*



Enlisted Assignments Section

Section Head
(MMEA-8)
LtCol Schmiegel
DSN: 278-9948

Asst Section Head
(MMEA-8)
Maj Tennant
DSN: 278-9949

Combat Arms
Monitors
(MMEA-82)
Maj Kiehle
DSN: 278-9335

Combat Service
Support Monitors
(MMEA-83)
Maj Symons
DSN: 278-9294

Aviation & C4
Monitors
(MMEA-84)
LtCol Bufton
DSN: 278-9258

Special Duty
Monitors
(MMEA-85)
Maj Janczak
DSN: 278-9265

HUMS
(MMEA-86)
Mrs. Hill
(GS-11)
DSN: 278-9329



Enlisted Assignments Mission

Effectively manage all enlisted staffing and assignment requirements with regard to the needs of the Marine Corps and the Marines and their families so as to ensure *consistency, objectivity, and fairness*

“EAST - WEST - CONUS - OCONUS”

‘Enabling Actions - ability to accomplish mission relies on command and Marine inputs and communication.’



Assignment Challenges

- **Requirements to support the Long War**
 - ID Early
 - Train / Stabilize
 - Conscious of dwell
- **Maintain/sustain the force**
 - Supporting Establishment/SDAs
- **Support current/future initiatives**
 - Aviation transitions
 - Force growth (Retention)

202K & “Every Marine Into the Fight”



Command Support to MMEA-8

- **No Substitute for Command Interest / Command Input**
- **Accurate DSR / Stabilization Messages**
- **Secondary MOS / Qualification Training**
- **Naval Message Traffic - Correspondence of Record**
- **Assignments Cannot Solve Leadership Challenges**
 - Do not expect HQMC to be the 'bad guy'
- **Peacetime assignment policies and constraints remain in effect, while operating on war-time footing**
- **Road Show / Targeted RAVs / 100% Contact**



Special Duty Assignments

- **Recruiting (MOS 8411/12)**
 - At 104% authorized strength (104% T/O)
 - 600 add'l recruiters added during FY07 to meet USMC end strength increases
 - **Drill Instructor (MOS 0911)**
 - At 103% authorized strength (101% T/O)
 - Add'l 85 DIs at MCRD PI by Mar 08
 - **Marine Security Guard (MOS 8151)**
 - At 100% authorized strength (100% T/O)
 - Continuing emphasis with future post openings
 - **Marine Corps Security Forces (MOS 8152)**
 - At 102% authorized strength (102% T/O)
 - **Marine Combat Instructor (MOS 0913)**
 - At 104% authorized strength (100% T/O)
 - Add'l 106 MCIC instructors require to report NLT Nov 07
- Total SDA Staffing: ~7300 will grow to 7500*



Special Duty Assignments

- **Command Responsibilities**
 - Screen SDA candidates (2x) before detaching – 1stSgts/SgtsMaj involvement is key
 - Avoid Noncompliance (Screening & Notification)
- **SDAs & Promotion**
 - Promotion Board Precept
 - Combat Duty Does NOT Replace Benefit of SDA
- **CMC Green Letter and SMMC Memo**

'We have an obligation not to break the Marine Corps.'



SARRS

- Separations and Retirements
- 4-14 months
- 2 years TIG/TOS
- If ILO, RE-30 and/or DCC AY.



MMEA-1

Command Distribution



Distribution & Policy Section

Section Head
(MMEA-1)
GS-14 Wright
DSN: 278-9229

Head Recruit
Distribution
(MMEA-11)
GS-11 Ford
DSN:278-9223

Head Command
Distribution
(MMEA-12)
GS-14 Duenez
DSN: 278-9230

Head Manpower
Readiness & Analysis
(MMEA-13)
LtCol Hamm
DSN: 278-9222



Distribution Mission

Ensure the equitable distribution of the available chargeable inventory of enlisted Marines, classify entry-level, and provide expertise to the enlisted manpower process.



Recruit Distribution

- **Classify all entry-level, Active Duty Enlisted Marines to an Intended MOS (IMOS)**
 - Initial Classification Plan (ICP)
- **Assign Marines to appropriate MOS training**
- **Coordinate all required entry-level MOS reclassifications**
 - Recruit Distribution Model (RDM)
- **Determine Marines eligible for the Permissive Recruiters Assistance Program (PRASP)**
- **Street to Fleet**



Command Distribution

- **Synchronize Operational Planning/ Staffing Procedures**
 - Common process to support deployment sourcing/ staffing requirements
- **Staffing for Deployed Forces**
 - Global Force Management (GFM)
- **Analyze distribution of available chargeable inventory**
 - Strategic planning across all MCC's
 - Implementation Message / Deployment Staffing Reports
- **CMC 202K Growth Initiative**
 - Enlisted Population Management
 - HRDP processes



Command Distribution

- **Commandant's Guidance - OIF 90% of T/O**
 - Staffing lock on at 120 days - 05-07.2
 - Unit cohesion, combat readiness, predeployment training are key
 - Inf Bns to 95% staffing with 05-07.2
 - D-150 beginning 06-08.1 (Jan 07 deployment)
 - D-180 beginning 06-08.2 (Jan 08 deployment)
- **MARSOC Staffing - FY06 tracking to plan**
 - FY07 time-phased plan coordinated w/MARSOC G-1
- **AVN Units - remains our most critical staffing challenge**
 - EA-6B - inventory constrained in support of operational requirements (D-90 Lock-on)



Priorities of Effort

- **Enlisted Manpower Readiness**
 - **Provide SME analysis of macro issues/initiatives which impact the USMC enlisted force**
 - Structure changes
 - 202k, MARSOC, FSRG, AFRICOM, AVN Transition, etc.
 - Deployment stresses, e.g., Dwell
 - Retention initiatives
- **202k End Strength Increase Timeline**
 - CDI DOTMLPF Working Group has lead
- **MARSOC Staffing - on track**
 - FY06/07 staffing plan developed with MARSOC
 - FY08 and beyond staffing per ASR
- **AVN Units - remain critical staffing challenge**
 - Impact of V-22 transition on CH-46 sqdns
 - Impact of H-1 transition on HMLA community
 - Staffing of new AVN Transition units in close coordination with ASM
 - ASR requirement exceeds A/C availability



Enlisted End Strength

- **Current Authorized Enlisted E/S: 169,136**
 - 26,852 Marines on 'average' are T2P2
 - Training - 21,805 Transients - 4,297, Patients - 388, Prisoners - 362
 - 144,617 T/O billet requirements
 - 141,748 enlisted billets authorized manning
 - We are 2,869 Marines short for unit assignments
- **Marine Corps Enlisted Snapshot (06/06/07):**
 - Staffing targets combined with T2P2 - many units remain short
 - 139,530 (Inv - 'actual' T2P2) 'assignable' Marines available to staff 141,748 authorized billet requirements as of 06/06/07



MMEA-6

Enlisted Retention



Career Retention & Counseling

www.usmc.mil

Career

Marines

Enlisted Retention

Head
(MMEA-6)
LtCol Hagan
DSN: 278-9236

Assistant Head
(MMEA-6A)
Maj Hall
DSN: 278-9240

Ops Chief
(MMEA-6)
MSgt Lopez
DSN: 278-9236

FTAP Unit
(MMEA-61)
Capt Haines
DSN: 278-9238

STAP Unit
(MMEA-61)
Capt Solis
DSN: 278-9239

Counseling Unit
(MMEA-64)
MSgt Klarzuk
DSN: 278-9241



FY07 Retention Update

- 4 Mar 07 Mission Increase
 - FY07 FTAP 8,298 (+2,202)
 - FTAP retention shifted from 92.2% to 67.7%
 - FY07 STAP 7,800 (+1,339)
 - Resulting STAP Retention shifted from 57.8% to 47.9%
 - Builds FY07 E/S Milestone to 184K
 - Only FY07 EAS Reenlistments build FY07 E/S
 - FY08 Marines already counted beyond 30 Sept 07



FY07 Retention Update

- FY07 FTAP and STAP goals are challenging
 - Projecting approx. 1K combined shortfall in both the FTAP & STAP
 - We must focus on retaining the remaining FY07 EAS Population
 - CMC Green Letter emphasizing the need for command attention for retention
 - Failure to achieve 184K FY07 E/S may jeopardize 202K E/S Plan



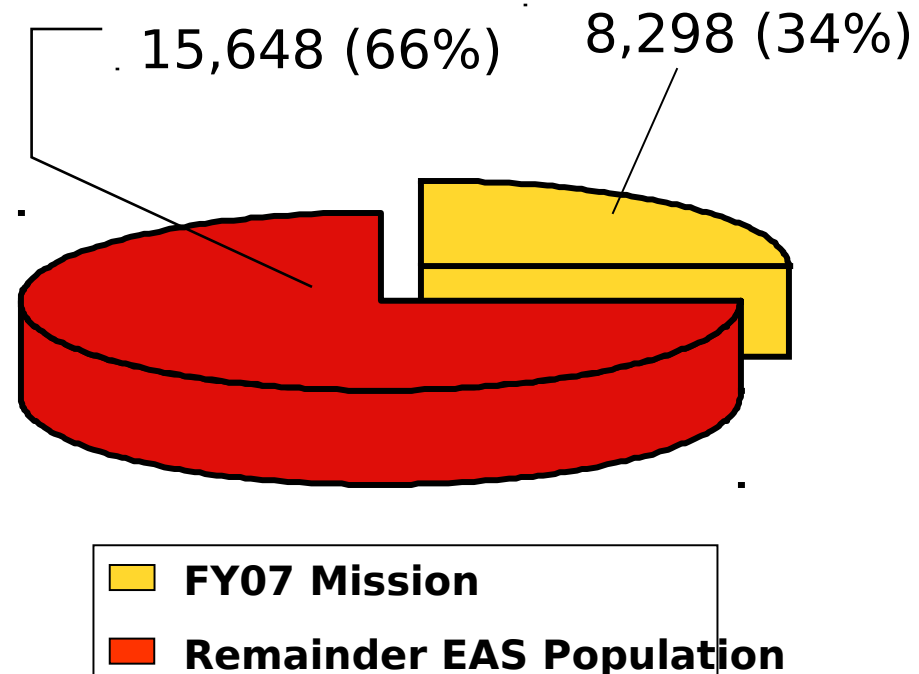
FY07 FTAP Status

FY07 FTAP Mission: Reenlist 8,298 first-term Marines from an EAS population of 23,946 (34% reenlistment rate)

FY07 FTAP Goal	8,298
• Reenlisted	7,584 (91.4%)
• FY07 FTAPs needed	+714
• Remaining Eligible	4,144

As of 26 Jul 07

FY07 FTAP Mission





STAP Status

FY07 STAP Mission:

Reenlist 5,025 FY07 career Marines from an EAS population of 8,100 (62%).

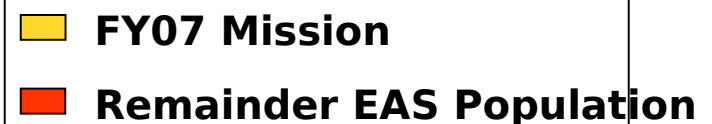
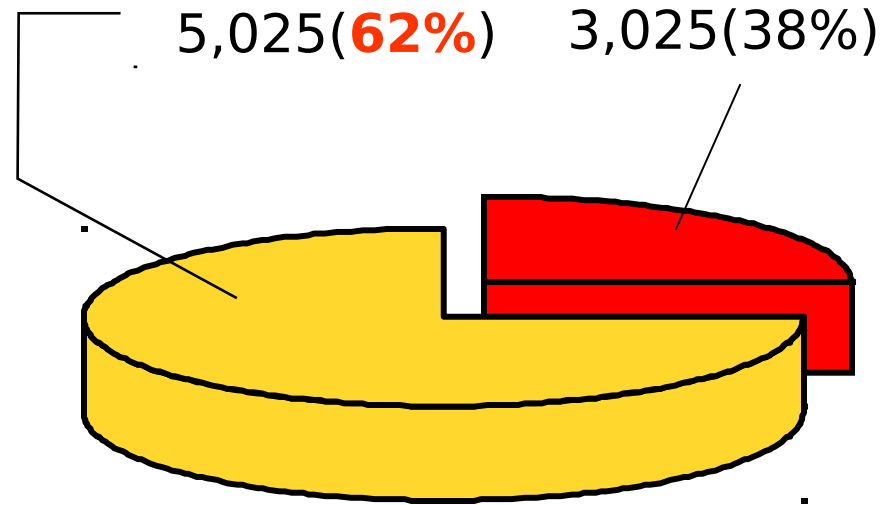
FY07 STAP Goal

5,025

- Reenlisted 4,149 (82.6%)
- FY07 STAPs needed +876
- Remaining eligible **789**

As of 5 June 07

FY07 STAP Mission





FY08 Reenlistment Incentives

- FY08 Selective Reenlistment Bonus (SRB):
\$530 Million in funding requested
 - Increase SRB Caps to \$80K
 - More Lat Move SRBs for both Zone A/B (MOS specific)
 - Flat rate payment vice multiples
 - Includes remaining FY07 EAS Marines
 - Zone D & E SRB payments for specific MOS'
- Duty station preference (FTAP only)



FY08 Reenlistment Incentives

- Combat Deployment Extension Bonus MarAdmin 323/07
 - \$3K for 7 month deployment
 - \$6K for 12 month deployment
 - Lump sum payment
 - Must cross FY and deploy
 - Can later reenlist during deployment (No recoupment)
- Assignment Incentive Pay (AIP)
 - Effective through 30 Sept 07 for Marines who don't qualify for FY08 SRB
 - Available for FY08 Marines with 20-27 YOS



FY08 FTAP Guidelines

- FY08 FTAP EAS Marines allowed to reenlist immediately
- Lateral Moves
 - Open 1 Oct 07
 - **Exceptions:** 0143, 0211, 0231, 0241, 0261, 0321, 0511, 0622, 0627, 0651, 0656, 0689, 2141, 2336, 2621, 2631, 2651, 2671, 2673, 2674, 2676, 2821/23, 2834, 2874, 3044, 3451, 4133, 4341, 4429, 4612, 4641, 4671, 5811, 5821, 5831, 5939, 6074, 6116, 6156, 6176, 6276, 6313, 6324, 6326 OR 7314 (Subject to additional MOS')
 - Marine must complete MOS school to receive LatMove SRB payment
 - Commands must ensure Marines attend MOS school before deploying



Career Counseling

- Career Counseling Unit
 - Attend all SNCO Promotion Board Debriefs
 - SNCOA and command sponsored visits
 - Quarterly Career NEWSFLASH
- Recommend contact
 - Two years prior to promotion zone
 - Before major career decisions or calling monitor
 - Post-board counseling is too late



Take Aways

- OIF/OEF unit staffing remains priority #1
 - Special Duty Assignments
- FY07 Retention – continues to 30 Sept
- Discipline the Manpower Assignments Process
 - Fair and Equitable.

*'Enlisted Assignments Supports the
Operational and Supporting
Establishments'*



E-8 Seminar

Questions